

May 5, 2009

Ms. Catherine P. Awakuni
Executive Director
Division of Consumer Advocacy
Department of Commerce and Consumer Affairs
335 Merchant Street, Room 326
Honolulu, Hawaii 96813

FILE D 4: OF

Dear Ms. Awakuni:

Subject: Docket No. 2008-0083

HECO Supplemental Response to CA-IR-354

Enclosed is Hawaiian Electric Company, Inc.'s ("HECO") supplemental response to the Division of Consumer Advocacy's information request, CA-IR-354. This supplement provides the actual and budgeted employee count reports for January through March 2009.

Sincerely,

Gr. M. O. Cruy has

Director, Regulatory Affairs

Enclosure

cc: Public Utilities Commission
Michael L. Brosch, Utilitech, Inc.
Joseph A. Herz, Sawvel & Associates, Inc.
Dr. Kay Davoodi, Department of Defense
James N. McCormick, Department of Defense
Ralph Smith, Larkin & Associates

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CA-IR-354

Ref: HECO-1503 and responses to CA-IR-30 & DOD-IR-87 (Employee Counts).

Please provide the following:

- a. Please provide actual/budget employee count reports for all months during the period December 2005 through December 2008 that were not previously supplied in response to CA-IR-30.
- b. Referring to the response to DOD-IR-87, please provide actual employee counts for the months of October through December 2008.

HECO Response:

SUPPLEMENTAL INFORMATION (5/5/09)

Attachment 1 of this supplement provides the monthly actual and budgeted employee count reports for January through March 2009. The monthly actual and budgeted employee count reports through December 2008 were provided in the response to CA-IR-354 that was submitted on January 27, 2009.

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Hawaiian Electric Company, Inc. January 31, 2009 Actual Employee Count vs Budget Employee Count

	T			ACTUAL	EMPLOYE		TAILLIA	1 3/3/0	17)
VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	FULL	PART TIME	TEMP	TOTAL	BUDGET	DIFF
CORPORATE EXCELLENCE CORPORATE EXCELLENCE	COMPENSATION AND BENEFITS COMPENSATION AND BENEFITS	EMPL BENEFITS & HLTH SVCS COMPENSATION	PFB	9	0		9	9	0
CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	ADMINISTRATION	PPA	3			-	3	0
CORPORATE EXCELLENCE CORPORATE EXCELLENCE	INDUSTRIAL RELATIONS	LABOR REL & WAGE ADMIN	PPI	7				7	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES SAFETY, SECURITY & FACILITIES	ADMINISTRATION	PFS	2	0			12	(1
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	FACILITIES OPERATIONS	PHB	13					0
CORPORATE EXCELLENCE CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES SAFETY, SECURITY & FACILITIES	FACILITIES PLANNING SECURITY	PHS	10				1	0
CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES	CORP HEALTH & WELLNESS	PPH	2	0		2	2	0
CORPORATE EXCELLENCE CORPORATE EXCELLENCE	SAFETY, SECURITY & FACILITIES VP CORPORATE EXCELLENCE	WORKERS COMPENSATION VP CORPORATE EXCELLENCE	PPW P6V	5	0				(1
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4					0
CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	11					
CORPORATE EXCELLENCE CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI	92		_			(1
CORPORATE RELATIONS	CORPORATE COMMUNICATIONS	CORPORATE COMMUNICATIONS	PQC	9	C		9	9	0
CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS SUBTOTAL	P1V	12			0 12		
CORPORATE RELATIONS ENERGY DELIVERY	ASSET MANAGEMENT	ASSET MANAGEMENT	PRK	2			0 2		(1
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	ADMINISTRATION	PDA	5	C) (5	5	C
ENERGY DELIVERY ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE CONSTRUCTION & MAINTENANCE	CONTROL SECTION TRAINING SECTION	PDC	6			0 6		6
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	FIELD OPERATION	PDF	26			26		0
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	OPERATIONS	PDS*	13			13		(16
ENERGY DELIVERY ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE CONSTRUCTION & MAINTENANCE	UNDERGROUND WEST OVERHEAD	PDU*	28			28		
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-KOOLAU	PDK*	25			25		
ENERGY DELIVERY ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE CONSTRUCTION & MAINTENANCE	EAST OVERHEAD-WARD PLANNING	PDL*	39			39		5
ENERGY DELIVERY	CONSTRUCTION & MAINTENANCE	VEGETATION MANAGEMENT	PDV	3) (0
ENERGY DELIVERY	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	12			12		0
ENERGY DELIVERY ENERGY DELIVERY	CUSTOMER INSTALLATION CUSTOMER INSTALLATION	PLANNING & DESIGN ENGINEERING & METER	PWP	23			23		(2
ENERGY DELIVERY	ENGINEERING	ADMINISTRATION	PBA	6	C		0 6	7	(1
ENERGY DELIVERY ENERGY DELIVERY	ENGINEERING ENGINEERING	T&D ENGINEERING PROJECT MANAGEMENT	PBE	17			1 18		
ENERGY DELIVERY	ENGINEERING	DISTRIBUTION PLANNING	PBS	7			1 8		1
ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	17			4		
ENERGY DELIVERY ENERGY DELIVERY	ENGINEERING ENGINEERING	SUBSTATION & TELECOMMUNICATION T&D TECHNICAL SERVICES	PBZ	7			1 23		1
ENERGY DELIVERY	SUPPORT SERVICES	ADMINISTRATION	PVA	5	1	0	0 9	5	0
ENERGY DELIVERY ENERGY DELIVERY	SUPPORT SERVICES SUPPORT SERVICES	FLEET ELECTRICAL & WELDING SERVICES	PVF	12			0 24		
ENERGY DELIVERY	SUPPORT SERVICES	MATERIALS MANAGEMENT	PVM	28			0 28		
ENERGY DELIVERY	SUPPORT SERVICES	PURCHASING	PVP	15	(0 15	15	
ENERGY DELIVERY ENERGY DELIVERY	SYSTEM OPERATION SYSTEM OPERATION	ADMINISTRATION COMMUNICATIONS	PRA	6			0 6		(1
ENERGY DELIVERY	SYSTEM OPERATION	OPERATING DISPATCH	PRD	25	(0	0 25		
ENERGY DELIVERY	SYSTEM OPERATION SYSTEM OPERATION	OPERATING ENGINEERING	PRE	13			0 13		
ENERGY DELIVERY ENERGY DELIVERY	SYSTEM OPERATION	INSTRUMENT & CONTROL RELAY	PRR	10			0 10		
ENERGY DELIVERY	SYSTEM OPERATION	SUBSTATION	PRS	37	(0	0 37	7 39	(2
ENERGY DELIVERY ENERGY DELIVERY	SYSTEM OPERATION VP ENERGY DELIVERY	CONSTRUCTION MANAGEMENT VP ENERGY DELIVERY	PRX P2V	4			0 4	4 4	
ENERGY DELIVERY		SUBTOTAL		548		0	4 552		(18
EXECUTIVE VICE PRESIDENT	CORPORATE PLANNING CORPORATE PLANNING	ADMINISTRATION	PLA	5			0 4		
EXECUTIVE VICE PRESIDENT EXECUTIVE VICE PRESIDENT	ENERGY PROJECTS	INTEGRATED RESOURCE PLANNING DISTRIBUTED ENERGY DEVELOPMENT	PNG	10			0 10		
EXECUTIVE VICE PRESIDENT	EXEC VICE PRESIDENT	EXECUTIVE VICE PRESIDENT	P9V	2			0 ;	2 2	
EXECUTIVE VICE PRESIDENT EXECUTIVE VICE PRESIDENT	TECHNOLOGY	RENEWABLE TECHNOLOGY SUBTOTAL	PNR	22			1 2		
GENERAL COUNSEL	LEGAL	LEGAL	PNC	12			0 12		
GENERAL COUNSEL	LEGAL	LAND & RIGHTS OF WAY	PNL P5V	5				5 5	
GENERAL COUNSEL GENERAL COUNSEL	VP GENERAL COUNSEL	VP-GENERAL COUNSEL SUBTOTAL	PSV	19			0 19	2 2	
GOVT & COMMUNITY AFFAIRS	EDUCATION & CONSUMER AFFAIRS	EDUCATION & CONSUMER AFFAIRS	PQE	8		0	0	8 8	
GOVT & COMMUNITY AFFAIRS GOVT & COMMUNITY AFFAIRS	GOVERNMENTAL RELATIONS REGULATORY AFFAIRS	GOVERNMENTAL RELATIONS REGULATORY AFFAIRS	PNI	14			0 1	3 3	
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7			0		
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		32			0 3:		
POWER SUPPLY POWER SUPPLY	ENVIRONMENTAL ENVIRONMENTAL	ADMINISTRATION AIR QUALITY & NOISE	PJA	6			0 0	6 6	
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	7			0		
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	8				8 8	
POWER SUPPLY POWER SUPPLY	FUELS FUELS	ADMINISTRATION POWER PURCHASE ADMINISTRATION	PIA	6				2 2	
POWER SUPPLY	FUELS	FUEL RESOURCES	PIF	4		0	0	4 4	(
POWER SUPPLY POWER SUPPLY	FUELS FUELS	FUELS INFRASTRUCTURE POWER PURCHASE NEGOTIATION	PIU	3	the same of the same of			3 3	
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	1 3	3	0	0	3 3	
POWER SUPPLY POWER SUPPLY	POWER SUPPLY ENGINEERING POWER SUPPLY ENGINEERING	SUPPORT STAFF PS TECHNICAL SERVICES	PYC	10			0 1	3 3	
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	14			0 1		
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	2	0	0	2 2	
POWER SUPPLY POWER SUPPLY	POWER SUPPLY ENGINEERING POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT POWER PLANT MECH ENGRG	PYJ	14			1 1	5 5	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB		5	0	0	5 6	(
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAINING	PID	3			0	3 5	(.
POWER SUPPLY POWER SUPPLY	POWER SUPPLY OPER & MAINT POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS KAHE STATION OPERATIONS	PIH	63			0 2		
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	29	9	0	0 2	9 33	(-
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	1				2 2	
		HONOLURU CTATIONALIST	CO.T.		1				
POWER SUPPLY POWER SUPPLY	POWER SUPPLY OPER & MAINT POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE PLANNING AND ENGINEERING	PIN	12			0 1		

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Hawaiian Electric Company, Inc. January 31, 2009 Actual Employee Count vs Budget Employee Count

	DEPARTMENT NAME	DIVISION NAME RA		ACTUAL	EMPLOYE	COUNT		Care and the second	
VICE PRESIDENT'S OFFICE			RA	FULL	PART	TEMP	TOTAL	BUDGET	DIFF
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	78	0	0	78	87	(9
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PS RELIABILITY OPTIMIZATION	PIV	0	0	0	0	2	(2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIAU STATION OPERATIONS	PIW	68	0	0	68	65	3
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIAU STATION MAINTENANCE	PIX	29	0	0	29	32	(3
POWER SUPPLY	POWER SUPPLY OPER & MAINT	CIP STATION OPERATIONS	PIY	1	0	0	1	7	(6
POWER SUPPLY	POWER SUPPLY OPER & MAINT	CIP STATION MAINTENANCE	PIZ	1	0	0	1	8	(7
POWER SUPPLY	SYSTEM INTEGRATION	ADMINISTRATION	PXA	2	0	0	2	2	C
POWER SUPPLY	SYSTEM INTEGRATION	COMPETITIVE BIDDING	PXB	3	0	0	3	3	C
POWER SUPPLY	SYSTEM INTEGRATION	RENEWABLE ENERGY PLANNING	PXP	0	0	0	0	1	(1
POWER SUPPLY	SYSTEM INTEGRATION	GENERATION PLANNING	PYB	7	0	0	7	9	(2
POWER SUPPLY	SYSTEM INTEGRATION	TRANSMISSION PLANNING	PYT	8	0	0	8	8	C
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	3	0	0			0
POWER SUPPLY		SUBTOTAL		461	0				(33
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	9	0			8	1
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	3					C
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	2	0				(1
PRESIDENT - HECO		SUBTOTAL		14					7,0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	6	0				(1
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	6	0				1
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10					C
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0				C
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2	0				· ·
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	20	0				(2
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	36	0				(2
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24	0				14
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS		PEJ	3	0				(1
		INFORMATION ASSURANCE		9					
SR VP FINANCE & ADMIN	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM		0				- 2
SR VP FINANCE & ADMIN	RISK MANAGEMENT	RISK MANAGEMENT	PKI	9	0				
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0				
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	ADMINISTRATION	PKB	4	0			3	1
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	BUDGETS	PKC	6	0				
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	FINANCIAL ANALYSIS	PKF	3	0				(1
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	ERP ADMINISTRATION	PKM	3	0				0
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	TREASURY	PKT	5	0				0
SR VP FINANCE & ADMIN		SUBTOTAL		154	0				(4
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0				
SR VP OPERATIONS		SUBTOTAL		2					
SVP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	2				2	9
SVP ENERGY SOLUTIONS		SUBTOTAL		2				2	
VP CUSTOMER SERVICE	CUSTOMER SERVICE	ADMINISTRATION	PCA	4					(
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	7					
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CREDIT	PCD	5				4	
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	3					(2
VP CUSTOMER SERVICE	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27				27	(
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	32					
VP CUSTOMER SERVICE	CUSTOMER SERVICE	METER READING	PCM	30	0	19	49	45	
VP CUSTOMER SERVICE	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	16		2	18	20	(2
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	6				7	(
VP CUSTOMER SERVICE	CUSTOMER TECH APPLICATIONS	CUSTOMER TECH APPLICATIONS	PSR	9	0	0	9	9	
VP CUSTOMER SERVICE	ENERGY SERVICES	ADMINISTRATION	PSA	2	0	0	2	3	(
VP CUSTOMER SERVICE	ENERGY SERVICES	CUSTOMER EFFICIENCY PROGRAM	PSD**	5		0	5	6	
VP CUSTOMER SERVICE	ENERGY SERVICES	PRICING	PSP	5					
VP CUSTOMER SERVICE	FORECASTS & RESEARCH	CUSTOMER RESEARCH	PSM	10					
VP CUSTOMER SERVICE	MARKETING SERVICES	MARKETING SERVICES	PSN	11					(
VP CUSTOMER SERVICE	VP CUSTOMER SERVICE	VP CUSTOMER SERVICE	P1W	3					
VP CUSTOMER SERVICE		SUBTOTAL		175					(2
	54 V		N. P.	110		1	1 .50	1 ,30	
T COSTOMER SERVICE		Ta in	STATE OF THE PERSON NAMED IN				1		

^{*}Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.
**Employee counts in VP Customer Service (PSD) exclude 5 employees covered under the DSM surcharge.

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Hawaiian Electric Company, Inc. February 28, 2009 Actual Employee Count vs Budget Employee Count

OFFICIAL PROPERTY OF STREET				1	ACTUAL	EMPLOYE	E COUNT			
COMPORATE PECELLENIES	VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	FULL	PART		TOTAL	BUDGET	DIFF
COMPORATE EXCELLENCE COMPORATE COMPORATE COMPORATE EXCELLENCE COMPORATE COMPORATE COMPORATE EXCELLENCE COMPORATE COMPORATE COMPORATE COMPORATE COMPORATE COM	000000175 54054 5405	COMPENSATION AND DEVICE TO	SHOULD SHEET A LILE THE OLOG				33,562,507,40.	1004.0334-007		
COMPORATE EXCELLENCE ONDOWN REAL REALTONS ADMINISTRATION AND REL A WAGE GAMN PYA ADMINISTRATION PYA ADMINIS	CONTROL OF THE PARTY OF THE PAR								9	
COMPORATE EXCELLENCE CONSTRUCT REALTONS LAGOR RELAYANGE COMPORATE EXCELLENCE LAGOR RELAY A SECTION LAGOR RELAY A SEC			the state of the s						3	
COMPORATE EXCELLENCE			The state of the s		7				7	
COMPORATE EXCELLENCE SAFETY, SECURITY A FACURES ADMINISTRATION PHA 2 0 0 2 2 0 1 1 1 1 1 1 1 1 1					11			1	12	
COMPORATE EXCELLENCE SAFETY, SECURITY A FACLIFES FACLIFES PLANINGS PHS 13 0 2 15 15 15 15 15 15 15										
COMPORANT EXCELLENCE SAFETY, SECURITY AFACLITES FAMONIS PIFE 0										
COMPORANT EXCELLENCE SOFTOWN CONTROLLENCE							1			
CORPORALE EXCELLENCE SAFETY, SECURITY A FACILITIES ONDORROMAN EXCELLENCE ONDORROMAN EXCE										
COMPORATE EXCELLENCE ON PROPERTY EXCELLENCE ON PROPE					2	0	(2	2	0
COMPORATE EXCELLENCE WE OF CORPORATE EXCELLENCE WE OF COMPORATE EXCELLENCE WORK CASE STAFFING A DEVELOP ADMINISTRATION CONSTRUCTION ADMINISTRATION CONSTRUCTION PTA 4 0 0 0 1 4 0 0 0 1 0 0 0 0 0 0 0 0 0 0							(2	3	(1)
COMPORATE EXCELLENCE WORKPORCE STAFFING A DEVELOP COMPORATE COMMISSION OFFICIAL ELECTRICAL OFFICIAL STAFF OF THE STAFF	CORPORATE EXCELLENCE	VP CORPORATE EXCELLENCE		P6V	5	((5	5	0
COMPORANTE EXCELLENCE OMPORANTE EXCELLENCE	CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ADMINISTRATION	PFA	4		(4	4	0
SOMPORATE EXCELLENCE OPPORATE COMMUNICATIONS OPPORATE COMMUNICATIONS OPPORATE COMMUNICATIONS PO 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	CLIENT SERVICES & CONSULTING	PFD	11		(11	12	(1)
COMPORATE FEMALIONS	CORPORATE EXCELLENCE	WORKFORCE STAFFING & DEVELOP	ORGANIZ DEV & CONTIN IMPRVMT	PFI					4	
COMPORATE RELATIONS	CORPORATE EXCELLENCE		SUBTOTAL		93			95	98	(3)
SORPOPATE RELATIONS	CORPORATE RELATIONS		CORPORATE COMMUNICATIONS	PQC						0
NERGY DELIVERY ASSET MANAGEMENT REGY OF DELIVERY CONSTRUCTION A MAINTENANCE REGY DELIVERY CONSTRUCTION A MAINTENANCE CONTROL SECTION POP CONSTRUCTION A MAINTENANCE REGY DELIVERY REGROT	CORPORATE RELATIONS	VP CORPORATE RELATIONS	VP CORPORATE RELATIONS	P1V			_			
NERGY DELIVERY CONSTRUCTOR A MARITERANCE CONFORD, SECTION POL 6 0 0 5 6 0 0 6 6 0 0 7 6 0 7 6 0 7			The state of the s			_			1500	
NERGY DELIVERY	ENERGY DELIVERY									(1)
NERGY DELIVERY	ENERGY DELIVERY									0
RIERGY DELIVERY CONSTRUCTION & MANTENANCE FIELD OPERATION POF 28	ENERGY DELIVERY								6	
RIRROY DELIVERY			A TABLE TO STORY AND THE STORY				_		-	
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NERGY DELIVERY			And the state of t							(14)
RERRY DELIVERY				_						
RINGRY DELIVERY CONSTRUCTION & MAINTENANCE FLANNING REGOVER LYCKY CONSTRUCTION & MAINTENANCE FLANNING REGOVER LYCKY CONSTRUCTION & MAINTENANCE FLANNING REGOVER LYCKY CONSTRUCTION & MAINTENANCE FLANNING CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL REGOVER LYCKY CONTROLL CONTROLL CONTROLL CONTROLL REGOVER LYCKY CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL CONTROLL										
ENROY DELIVERY CONSTRUCTION & MAINTENANCE PERCAY DELIVERY CONSTRUCTION & MAINTENANCE PERCAY DELIVERY CONSTRUCTION & MAINTENANCE PERCAY DELIVERY CUSTOMER INSTALLATION ADMINISTRATION ADMINISTRATION ADMINISTRATION ADMINISTRATION PWA 12 0 0 12 12 10 0 23 25 25 22 10 10 10 10 11 10 10 10 10							_			
NIRGRY DELIVERY			The state of the s							6
NERGY DELIVERY CUSTOMER INSTALLATION				_						0
NERGY DELIVERY CUSTOMER INSTALLATION				_						0
ENGRGY DELIVERY CUSTOMER INSTALLATION										
ENRIGHE ENGINEERING ADMINISTRATION PBA 6 0 0 6 7 1				_						
ENREGY DELIVERY	The state of the s			_						(1)
ENREGY DELIVERY	The state of the s	A CONTRACTOR OF THE CONTRACTOR	A TOTAL CONTRACTOR AND ADDRESS OF THE PROPERTY							1
ENREGY DELIVERY	ENERGY DELIVERY				6					0
ENREGY DELIVERY	ENERGY DELIVERY	ENGINEERING		PBS						1
ENRERGY DELIVERY	ENERGY DELIVERY	ENGINEERING	STRUCTURAL	PBT	18)	1 19	18	1
ENERGY DELIVERY SUPPORT SERVICES ADMINISTRATION PVA 5 0 0 5 5 5 0 0 22 25 (3) ENERGY DELIVERY SUPPORT SERVICES ELECTRICAL & WELDING SERVICES PVF 22 0 0 22 25 (3) ENERGY DELIVERY SUPPORT SERVICES ELECTRICAL & WELDING SERVICES PVM 28 0 0 28 28 0 ENERGY DELIVERY SUPPORT SERVICES ENERGY DELIVERY SUPPORT SERVICES PURCHASING PVP 15 0 0 15 15 0 0 15 15 15 15 0 0 15 15 15 15 15 15 15 15 15 15 15 15 15	ENERGY DELIVERY	ENGINEERING	SUBSTATION & TELECOMMUNICATION	PBY					22	1
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CA-IR-354 DOCKET NO. 2008-0083 ATTACHMENT 1 PAGE 4 OF 6 (SUPPLEMENT 5/5/09)

Hawaiian Electric Company, Inc. February 28, 2009 Actual Employee Count vs Budget Employee Count

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POWER SUPPLY POWER	OWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	5	
POWER SUPPLY POWER	OWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	13	0	1	14	15	
POWER SUPPLY POWER	OWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	5	0	0	5	6	
OWER SUPPLY OWER S	OWER SUPPLY OPER & MAINT	TRAINING	PID	3	0		3	5	
POWER SUPPLY POWER	OWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	27	0		27	26	
FOWER SUPPLY FOR SUPPLY FOWER SUPPLY FOR SUPPLY FOWER SUPPLY FOR SUPPLY FOWER SUPPLY FOR SUPPLY FOWER SUPPLY	OWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	63	0		63	60	
OWER SUPPLY OWER S	OWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	30	0		30	33	
OWER SUPPLY OWER S	OWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0		2	33	
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OWER SUPPLY OWER S	OWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	25	0		25	26	
POWER SUPPLY POWER	OWER SUPPLY OPER & MAINT	ENVIRONMENTAL COMPLIANCE	PIQ	4	0		4	4	
POWER SUPPLY PRESIDENT - HECO PRESIDENT	OWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	76	0		76	87	
POWER SUPPLY POWER	OWER SUPPLY OPER & MAINT	PS RELIABILITY OPTIMIZATION	PIV	1	0		1	2	
POWER SUPPLY POWER	OWER SUPPLY OPER & MAINT	WAIAU STATION OPERATIONS	PIW	67	0	0	67	65	v.
POWER SUPPLY POWER	OWER SUPPLY OPER & MAINT	WAIAU STATION MAINTENANCE	PIX	26	0	0	26	32	
POWER SUPPLY POWER	OWER SUPPLY OPER & MAINT	CIP STATION OPERATIONS	PIY	1	0	0	1	7	
POWER SUPPLY PRESIDENT - HECO PRE	OWER SUPPLY OPER & MAINT	CIP STATION MAINTENANCE	PIZ	5	0	0	5	8	
POWER SUPPLY PRESIDENT - HECO PRESIDE	SYSTEM INTEGRATION	ADMINISTRATION	PXA	2	0		2	2	
POWER SUPPLY POWER POWER SUPPLY POWER SUPPLY POWER SUPPLY POWER SUPPLY POWER SUPPLY	SYSTEM INTEGRATION	COMPETITIVE BIDDING	PXB	3	0		3	3	
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POWER SUPPLY PRESIDENT - HECO PRES	SYSTEM INTEGRATION	GENERATION PLANNING	PYB	9	0		9	9	
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PRESIDENT - HECO PRESIDENT PRESIDEN	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	9	0	0	9	8	
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SR VP FINANCE & ADMIN INFO SR VP FINANCE & ADMIN INFO SR VP FINANCE & ADMIN RISK SR VP FINANCE & ADMIN SR V SR VP FINANCE & ADMIN SR V SR VP FINANCE & ADMIN TRE/ SR VP FINANCE & ADMIN SR VP	NFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24	0	0	24	25	
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SR VP FINANCE & ADMIN SR VP OPERATIONS SR VP OPERATIONS SR VP OPERATIONS SVP ENERGY SOLUTIONS SVP ENERGY SOLUTIONS VP CUSTOMER SERVICE	REASURY & FINANCIAL SERVICES	ERP ADMINISTRATION	PKM	3	0	0	3	3	
SR VP OPERATIONS SR VP OPERATIONS SVP ENERGY SOLUTIONS SVP ENERGY SOLUTIONS SVP CUSTOMER SERVICE VP CUSTOMER SERVICE CUS	REASURY & FINANCIAL SERVICES	TREASURY	PKT	5	0	0	5	5	
SR VP OPERATIONS SR VP OPERATIONS SVP ENERGY SOLUTIONS SVP ENERGY SOLUTIONS SVP CUSTOMER SERVICE VP CUSTOMER SERVICE CUS		SUBTOTAL		156	0	0	156	158	
SR VP OPERATIONS SVP ENERGY SOLUTIONS SVP ENERGY SOLUTIONS SVP ENERGY SOLUTIONS VP CUSTOMER SERVICE CUS VP CUSTOMER SERVICE VP CUSTOMER SERVICE VP CUSTOMER SERVICE VP CUSTOMER SERVICE CUS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0				
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/P CUSTOMER SERVICE CUS'	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB	7		0	7	6	
/P CUSTOMER SERVICE CUS	CUSTOMER SERVICE	CREDIT	PCD	6	0	0	6	4	
/P CUSTOMER SERVICE CUS /P CUSTOMER SERVICE CUS /P CUSTOMER SERVICE CUS /P CUSTOMER SERVICE CUS	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	3	0	0	3	5	
VP CUSTOMER SERVICE CUS VP CUSTOMER SERVICE CUS VP CUSTOMER SERVICE CUS	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27	0	0	27	27	
VP CUSTOMER SERVICE CUSTOMER SERVICE CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	32		0	32	30	
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	MARKETING SERVICES	MARKETING SERVICES	PSN	11					
	VP CUSTOMER SERVICE	VP CUSTOMER SERVICE	P1W	3	-			-	
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JUSTOMER GERVIOL		- COLIGINE		1/3	1	- 20	193	190	_
		COMPANY TOTAL		1540		28	1569	1625	

^{*}Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.
**Employee counts in VP Customer Service (PSD) exclude 6 employees covered under the DSM surcharge.

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Hawaiian Electric Company, Inc. March 31, 2009 Actual Employee Count vs Budget Employee Count

COPPORATE EXCELLENCE OPPORATE				T -	ACTUAL	EMPLOYE	E COUNT			
CORPORATE EXCELLENCE COMPAGE AND THE COLLEGE	VICE PRESIDENT'S OFFICE	DEPARTMENT NAME	DIVISION NAME	RA	05.UZV163931		TEMP	TOTAL	BUDGET	DIFF
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Hawaiian Electric Company, Inc. March 31, 2009 Actual Employee Count vs Budget Employee Count

				(5)	700 D 20		11 3/3/	- 5 /	
GOVT & COMMUNITY AFFAIRS	REGULATORY AFFAIRS	REGULATORY AFFAIRS	PNP	14	0	0	14	15	(1)
GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	VP GOVT & COMMUNITY AFFAIRS	P3V	7	0	0	7	7	
GOVT & COMMUNITY AFFAIRS		SUBTOTAL		31	0		31	33	(2)
POWER SUPPLY	ENVIRONMENTAL	ADMINISTRATION	PJA	4	0	0	4	4	
POWER SUPPLY	ENVIRONMENTAL	AIR QUALITY & NOISE	PJB	5	0	0	5	6	(1)
POWER SUPPLY	ENVIRONMENTAL	CHEMISTRY	PJC	7	0	0	7	7	
POWER SUPPLY	ENVIRONMENTAL	WATER & HAZARDOUS MATERIAL	PJW	8	0	0	8	8	(0)
POWER SUPPLY	FUELS	ADMINISTRATION	PIA	0	0	0	0	- 2	(2)
POWER SUPPLY	FUELS	FUEL RESOURCES	PIF	4	0	0	4	4	
POWER SUPPLY	FUELS	FUELS INFRASTRUCTURE	PIJ	3	0	0	3	3	
POWER SUPPLY	POWER SUPPLY ENGINEERING	ADMINISTRATION	PYA	3	0	0	3	3	
POWER SUPPLY	POWER SUPPLY ENGINEERING	SUPPORT STAFF	PYC	3	0	0	3	3	
POWER SUPPLY	POWER SUPPLY ENGINEERING	PS TECHNICAL SERVICES	PYE	10	0	1	11	11	
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT ELECT ENGRG	PYF	13	0	0	13	14	(1)
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT DRAFTING	PYG	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT PROJECT MGT	PYJ	5	0	0	5	5	
POWER SUPPLY	POWER SUPPLY ENGINEERING	POWER PLANT MECH ENGRG	PYM	13	0	1	14	15	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	O&M ADMINISTRATION	PIB	5	0		5	6	(1)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAINING	PID	3	0	0	3	5	(2)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION OPERATIONS	PIH	25	0	0	25	26	(1
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION OPERATIONS	PIK	61	0	0	61	60	1
POWER SUPPLY	POWER SUPPLY OPER & MAINT	KAHE STATION MAINTENANCE	PIL	30	0	0	30	33	(3)
POWER SUPPLY	POWER SUPPLY OPER & MAINT	MAINTENANCE ADMINISTRATION	PIM	2	0	0	2	2	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	HONOLULU STATION MAINTENANCE	PIN	12	0	0	12	12	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PLANNING AND ENGINEERING	PIP	26	0	0	26	26	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	ENVIRONMENTAL COMPLIANCE	PIQ	4	0		4	4	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	TRAVELING MAINTENANCE	PIT	74	0		74	87	(13
POWER SUPPLY	POWER SUPPLY OPER & MAINT	PS RELIABILITY OPTIMIZATION	PIV	2	0		2	2	0
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIAU STATION OPERATIONS	PIW	63	ő		63	65	(2
POWER SUPPLY	POWER SUPPLY OPER & MAINT	WAIAU STATION MAINTENANCE	PIX	28	0		28	32	(4
POWER SUPPLY	POWER SUPPLY OPER & MAINT	CIP STATION OPERATIONS	PIY	7	0		7	7	
POWER SUPPLY	POWER SUPPLY OPER & MAINT	CIP STATION MAINTENANCE	PIZ	5	0		5	8	(3
POWER SUPPLY	VP POWER SUPPLY	VP POWER SUPPLY	P7V	2	0		2	2	10
POWER SUPPLY	17 / 57/21/32/12/	SUBTOTAL		429	0		431	464	(33
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	INTERNAL AUDIT	PNA	10	- 0		10	8	2
PRESIDENT - HECO	CORPORATE AUDIT & COMPLIANCE	ADMINISTRATION	PNX	3	0		2	3	
PRESIDENT - HECO	PRESIDENTS OFFICE	PRESIDENTS OFFICE	P9P	2			2	3	(1
PRESIDENT - HECO	PRESIDENTS OFFICE	SUBTOTAL	PSP	15	0		15	14	1
	DUDGETS & FINANCIAL ANALYSIS	100 CO - CP -	OKA			-		14	
SR VP FINANCE & ADMIN	BUDGETS & FINANCIAL ANALYSIS	ADMINISTRATION	PKA	3	0		3	3	0
SR VP FINANCE & ADMIN	BUDGETS & FINANCIAL ANALYSIS	BUDGETS	PKC	7	0				0
SR VP FINANCE & ADMIN	BUDGETS & FINANCIAL ANALYSIS	FINANCIAL ANALYSIS	PKF	2	0		2	2	0
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	ADMINISTRATION	PAA	6	0			7	(1
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	CORPORATE ACCOUNTING	PAC	6	0		6	5	
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	COST ACCOUNTING	PAD	10	0			10	
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PROPERTY ACCOUNTING	PAT	5	0		5	5	
SR VP FINANCE & ADMIN	GENERAL ACCOUNTING	PURCHASING	PVP	15	0		15	15	
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	ADMINISTRATION	PKB	2	0	0	2	2	0
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	RISK MANAGEMENT	PKI	4	0		4	4	
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	ERP ADMINISTRATION	PKM	3	0			3	
SR VP FINANCE & ADMIN	TREASURY & FINANCIAL SERVICES	TREASURY	PKT	5	0			5	
SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	SR VP FINANCE & ADMIN	P4V	3	0			3	
SR VP FINANCE & ADMIN		SUBTOTAL		71	0	0	71	71	0
SR VP OPERATIONS	SR VP OPERATIONS	SR VP OPERATIONS	P8V	2	0	0	2	2	
SR VP OPERATIONS				2	0	0	2	2	0
SVP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	SR VP ENERGY SOLUTIONS	P9S	2	0	0	2	2	
SVP ENERGY SOLUTIONS		SUBTOTAL		2	0	0	2	2	0
VP CUSTOMER SERVICE	CUSTOMER INSTALLATION	ADMINISTRATION	PWA	12	0	0	12	12	
VP CUSTOMER SERVICE	CUSTOMER INSTALLATION	PLANNING & DESIGN	PWP	23	0	0	23	25	(2
VP CUSTOMER SERVICE	CUSTOMER INSTALLATION	ENGINEERING & METER	PWX	12	0	0	10	12	
VP CUSTOMER SERVICE	CUSTOMER SERVICE	ADMINISTRATION	PCA	4				4	
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUST ACCOUNTING & BILLING	PCB***	7				6	1
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CREDIT	PCD	6	0			4	2
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER FIELD SERVICES	PCF	3	0			5	(2
VP CUSTOMER SERVICE	CUSTOMER SERVICE	FIELD SERVICE & COLLECTIONS	PCG	27				27	12
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER ASSISTANCE CENTER	PCH	31	0			30	1
VP CUSTOMER SERVICE	CUSTOMER SERVICE	METER READING	PCM	30				45	2
VP CUSTOMER SERVICE	CUSTOMER SERVICE	PAYMT PROCESS & SUPPORT CTR	PCP	15				20	
VP CUSTOMER SERVICE	CUSTOMER SERVICE	CUSTOMER ACCOUNT SERVICES	PCS	6	0			7	
VP CUSTOMER SERVICE	VP CUSTOMER SERVICE	VP CUSTOMER SERVICES	P1W	0				2	
	VI GOS IOWER SERVICE		PIVV	477	0				/^
VP CUSTOMER SERVICE	THEO TECHNICIONS A SUCCESSION	SUBTOTAL	- Inc.	178				199	(2
VP, CHIEF INFORMATION OFCR	INFO TECHNOLOGY & SVCS	ADMINISTRATION	PEA	2				2	
VP, CHIEF INFORMATION OFCR	INFO TECHNOLOGY & SVCS	CUSTOMER CARE	PEC	21	0			22	(1
VP, CHIEF INFORMATION OFCR	INFO TECHNOLOGY & SVCS	DEVELOPMENT SERVICES	PED	35	0			38	(3
VP, CHIEF INFORMATION OFCR	INFO TECHNOLOGY & SVCS	INFRASTRUCTURE & OPERATIONS	PEI	24				25	(1
VP, CHIEF INFORMATION OFCR	INFO TECHNOLOGY & SVCS	MAILING SERVICES	PEM	9				7	- 7
VP, CHIEF INFORMATION OFCR	INFORMATION ASSURANCE	INFORMATION ASSURANCE	PEJ	3				3	
VP, CHIEF INFORMATION OFCR	VP CHIEF INFORMATION OFCR	VP, CHIEF INFORMATION OFCR	P3W	1					1
				0.5	- 0	0	95	97	(2
VP, CHIEF INFORMATION OFCR		COMPANY TOTAL	15.5	95 1546				1628	

^{*}Forecast Budget count for RA PDS includes RA's PDJ, PDK, PDL & PDU.
**Employee counts in VP Customer Service (PSD) exclude 6 employees covered under the DSM surcharge.
***Employee counts in VP Customer Service (PCB) exclude 1 employee covered under SSP